

Article - Labor and Employment

[\[Previous\]](#)[\[Next\]](#)

§3–1201.

(a) In this subtitle the following words have the meanings indicated.

(b) (1) “Eligible employee” means an individual who has requested that an employer provide parental leave and who, as of the date that the requested parental leave begins, will have been employed by that employer for at least:

(i) a 12–month period; and

(ii) 1,250 hours during the previous 12 months.

(2) “Eligible employee” does not include an individual:

(i) who is employed at a work site at which the employer employs fewer than 15 employees if the total number of employees employed by that employer within 75 miles of the work site is also fewer than 15; or

(ii) who is an independent contractor.

(c) (1) “Employer” means a person who employs at least 15 but not more than 49 individuals in the State for each working day during each of 20 or more calendar workweeks in the current or preceding calendar year.

(2) “Employer” includes:

(i) a person who acts, directly or indirectly, in the interest of an employer with respect to an employee of the employer; and

(ii) a successor in interest of an employer.

(d) (1) “Employment benefits” means benefits provided or made available to an employee by an employer.

(2) “Employment benefits” includes group life insurance, health insurance, disability insurance, sick leave, annual leave, educational benefits, and pensions.

(e) “Parental leave” means leave described in § 3–1202 of this subtitle.

[\[Previous\]](#)[\[Next\]](#)